ANGLIAN LEARNING

Welcome to our Trust

Class Teacher Recruitment Pack

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Welcome to Anglian Learning

Thank you for your interest in the position of Class Teacher.

Anglian Learning is an ambitious, forward-looking multi-academy trust. Our members share the firm belief that all young people deserve to have access to an excellent education and exciting opportunities, which in turn will help prepare pupils to thrive in their local, national and global communities.

This is reflected in our Core Purpose of Transforming Together to enable inclusive and aspirational learning in every classroom, empower leaders across every academy, and ensure inspiring opportunities and educational success for our learners, people and communities.

Our organisation has been founded on strong collaborative and trusting relationships, where everybody is committed to sharing their successes, but equally open to innovative ideas and alternative perspectives. We also passionately believe that our most valuable resource is our people, and if you apply and are successful in your application, we promise to develop and support you in your career, as well as provide a caring, friendly environment in which to work.

For an informal discussion regarding this role, please contact the school office: office@pinesprimary.org

I hope that you find the following information useful. If you wish to make an application for this vacancy, please see the instructions within.

We look forward to hearing from you.

Jonathan Culpin
CEO, Anglian Learning

Our Values:

Aspiration
We are ambitious for ourselves and all those in our community to be the best we can be.

Community
We underpin our relationships with a culture of support, respect and trust, recognising we are stronger together.

Empowerment
We enable our academies, staff and learners to embrace new ideas and think creatively.

Inclusivity
We believe in equality of opportunity, celebrating everyone's differences and supporting learners of all abilities from all backgrounds.

About Anglian Learning

Founded in September 2016 by four community-facing secondary schools committed to sharing knowledge and providing mutual support, Anglian Learning has grown to become one of the leading school trusts in the region.

Educating more than 11,000 pupils and employing over 1,600 staff across three counties, pupils, their families and the wider community benefit directly from the resources, time and expertise given by our Trust. While each school retains its own unique identity and ethos, we are collectively passionate in our belief that we are stronger together.

Alongside this, our Trust remains committed to its heritage, which is rooted in local communities. Several of our schools provide adult learning opportunities and support for local groups and societies. We also operate our own sports centres under Anglian Leisure. Local, high-quality quality and representative governance of schools is a key aspect of our leadership structure.

In addition to our commitment to celebrating our community ethos, we believe strongly in empowering our people. The role of our Trust is to provide the environment in which colleagues can grow, develop and flourish in their role. Our central team provides extensive, expert and rapid advice and support in human resources, curriculum development, inclusion, finance, ICT, business support and operations. Therefore, our schools have the capacity and focus to drive school improvement in the curriculum, teaching, behaviour and in establishing the healthy culture and ethos that underpins this.

Educating more than
11,100
pupils

Employing over
1,650
members of staff

3
counties

22
academies

About The Pines Primary School and Pine Cones Preschool

The Pines Primary School

The Pines Primary School opened in September 2018, and is a happy, creative and inclusive school located in Red Lodge, just off the A11 between Mildenhall and Newmarket.

We aim to ensure that all our pupils are excited about coming into school each day and every day are enthused by their learning through every aspect of school life.

Our ethos of 'transforming lives through inspirational learning' underpins everything we do and is reflected in the variety of learning opportunities on offer at The Pines.

Pine Cones Pre-school

At Pine Cones Pre-school we promote a safe, stimulating environment where children can learn through the joy of discovery. We follow the 'In the Moment' approach where children learn and develop through high quality adult interaction and play.

Working for Anglian Learning

One of our core design and decision-making principles is that we constantly strive to build a healthy organisational culture, central to which is making sure we are a learning community where everyone can achieve their potential. We create a strong sense of belonging and a place where staff feel appreciated and fairly rewarded for the work they do. We are a flexible employer that supports colleagues to balance their lives and recognises how staff give back to our young people.

Staff survey

Our most recent staff survey indicated that a high proportion of staff:

- Feel as though they belong within Anglian Learning
- Agree that they are provided with relevant opportunities for professional development
- Feel that there is a positive culture of psychological safety within their school
- Have high levels of job satisfaction and happiness at work
- Would recommend our organisation as a great place to work
- Almost all staff who responded to the survey feel part of a team within their school and can rely on colleagues for support when needed.

Joining Anglian Learning comes with a range of benefits, fostering both personal and professional growth. Our coaching and mentoring programmes are designed to offer tailored support that enhances your skills and career development. For further information about the opportunities available for this role please contact Diane Mitchell, Interim Executive Headteacher at office@pinesprimary.org

Benefits

Other benefits and support available to all Trust employees include:

Career Average Revalued Earnings Pension Scheme (CARE)

Cycle to Work Salary Sacrifice Scheme

Free membership to all Anglian Learning Sports Centres

20% discount on Anglian Learning Adult Education Courses

Professional Development Scheme Policy

Employee Assistance Programme offering a range of services to staff and their families

Specsavers VDU Vouchers

Boots Flu Vouchers

Access to a wide range of discounts on high street and online shopping via 'Teacher Discounts' and the 'Blue Light' card

Role Summary

We are seeking to appoint an enthusiastic and committed Class Teacher to join the team at The Pines Primary School.

The successful candidate will have responsibility for the academic achievement and pastoral care of their class, providing high-quality teaching within a stimulating, inclusive and supportive learning environment. You will plan effectively to meet the needs of all pupils, monitor and assess their progress, maintain high expectations for learning and behaviour, and work closely with colleagues, parents and the wider school community to help every child achieve their potential.

This is an exciting opportunity to join our school and make a positive contribution to the learning, development and wider school experience of our pupils. You will also have the opportunity to lead and contribute to curriculum development and wider school improvement.

Job Description
Class Teacher
The Pines Primary School and Pine Cones Preschool

SALARY:	Teacher Main/Upper Pay Scale, M1 (£32,916) - U3 (£51,048) FTE *This post is advertised at the current teacher pay rates. The successful candidate's salary will be adjusted in line with the agreed 2026/27 pay award once implemented.*
HOURS:	Full time , Permanent
PENSION:	Teachers Pension Scheme
DISCLOSURE LEVEL:	Enhanced DBS plus Barred List Checks
LOCATION:	The post holder will be based at The Pines Primary School and Pine Cones Preschool but will be expected to work across the Trust and to travel between sites.
RESPONSIBLE TO:	Headteacher

MAIN RESPONSIBILITIES

- Fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document.
- Meet the expectations set out in the Teachers' Standards.

This post is subject to the current conditions of employment for teachers as contained in the School Teachers' Pay and Conditions Document, the 1998 School Standards and Framework Act, the required standards for Qualified Teacher Status and Class Teachers, and other current legislation, in particular the Teachers' Standards (DfE 2012).

In addition, certain particular duties are reasonably required to be exercised and completed in a satisfactory manner. It is the contractual duty of the postholder to ensure that their professional duties are discharged effectively.

The Class Teacher will:

- Implement agreed school policies and guidelines.
- Support initiatives decided by the Headteacher and staff.
- Have class responsibility for the academic achievement and pastoral care of the children in the class.
- Provide the curriculum as agreed within the school in a stimulating classroom environment.
- Plan appropriately to meet the needs of all pupils through differentiation of tasks.
- Monitor and assess the children's progress and set clear targets for pupils' learning based on prior attainment.
- Keep appropriate and efficient records, integrating formative and summative assessment into weekly and termly planning.
- Report to parents on the development, progress and attainment of pupils.

- Maintain good order and discipline amongst pupils, in accordance with the school's behaviour policy.
- Liaise with colleagues to ensure continuity and progression.
- Communicate and co-operate with specialists from outside agencies.
- Lead, organise and direct support staff within the classroom.
- Participate in the performance management system for the appraisal of their own performance, or that of other staff.
- Lead and manage curriculum areas.
- Meet deadlines for planning, target setting, report writing and other such tasks.
- Attend staff meetings and relevant training.
- Maintain the positive ethos and core values of the school both in and out of the classroom.

Other Duties

- All members of staff have a responsibility and duty of care to safeguard and promote the welfare of pupils. This includes, but is not limited to, undertaking annual safeguarding training and reporting any concerns to the appropriate person(s).
- Maintain a safe and healthy environment for parents, visitors and staff.
- Maintain their own professional development and participate actively in the Trust's appraisal process.
- Support the professional development of colleagues within the Trust.
- Undertake any other duty requested by the line manager or senior leadership that is commensurate with the post.
- Visit schools within the Trust as and when required to fulfil the duties of the post.

Qualifications and Training

Essential:

- Qualified Teacher Status
- Evidence of continuing and recent professional development relevant to the post

Desirable:

- Knowledge and experience of delivering the National Curriculum and a mastery approach.

Experience

Essential:

- Proven record of raising attainment.
- Experience of promoting positive behaviour conducive to learning and which is focused on raising standards
- Ability to develop good working relationships within a team and make an effective contribution to high morale.
- Ability to establish and develop positive relationships with parents, governors and the wider community.
- Ability to communicate effectively, both orally and in writing, to a variety of audiences.
- Ability to create a happy, challenging and effective learning environment. Effective personal organisation and time management skills.

Desirable:

- Successful experience of teaching in the relevant phase and ideally experience in other key stages.

Skills and Knowledge

Essential:

- Understanding of equality of opportunity issues and how they can be effectively addressed in schools.
- The knowledge and understanding of current theory and best practice in learning and teaching, particularly as this relates to high achievement and attainment.
- High expectations of progress and attainment for all pupils, and a positive approach to overcoming barriers to learning.
- Understanding of a diverse range of teaching and learning styles and techniques.
- Good understanding of the importance of culture and ethos and how this impacts on morale, high expectations and standards.
- Good understanding of effectiveprocedures for managing and promoting positive behaviour among pupils.
- Good understanding of the role of parents and the community in school improvement and how this can be practised and developed.
- Clear understanding of data analysis and the important impact this can have on achievement and attainment.
- Experience of leading a subject or whole school initiative.

Desirable:

- A genuine commitment to the principles of inclusion and the success of every child
- Willing to involve themselves in the life of the school
- A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school
- Ability to work under pressure and prioritise effectively
- Awareness of new technologies, their use and impact.
- Willingness to contribute to the wider life of the school, including extra-curricular activities.

Personal Qualities

Essential:

- Enthusiastic and positive, with high expectations and a drive to inspire others to achieve high standards.
- Flexible, personable and solution-focused, with the ability to build positive relationships across the school community.
- Committed to promoting the school and Trust's culture and ethos and contributing to whole-school improvement.

How to apply

Dates

CLOSING DATE:	Friday, 13th November at midnight
INTERVIEW DATES:	Thursday, 19th November 2026
START DATE:	To be confirmed, subject to satisfactory pre-employment checks

We reserve the right to close this advert prior to the publicised closing date if we receive a high volume of suitable applications. Applications will be reviewed as received so please apply early to avoid disappointment!

If you are passionate about being a Class Teacher and meet the person specification we invite you to apply for this exciting opportunity via our portal.

To find out even more, have an informal discussion or arrange a visit to the Trust, please contact the Trust's HR Team via peopleservices@anglianlearning.org

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and we expect all staff to share this commitment and undergo appropriate checks. Therefore, all posts within the Trust are subject to robust pre-employment checks including but not limited to an enhanced Disclosure and Barring Service check

This job entails work that is considered regulated activity i.e. work which involves regular close and unsupervised contact with children or vulnerable adults. As such additional pre-employment checks will be required and communicated to the successful candidate at the offer stage.

This post is exempt from the Rehabilitation of Offenders Act. Our policies for Ex-Offenders, GDPR, Safeguarding and Recruitment can be found on our website: www.anglianlearning.org.'

We value diversity and welcome applications from all, including those with protected characteristics under the Equality Act. Should you require reasonable adjustments to support your participation in an Anglian Learning recruitment campaign please do not hesitate to get in contact as we are happy to discuss your requirements.'

Flexible working, including part-time hours and job shares, will be considered for all Anglian Learning roles with the exception of where this is not compatible with the business needs. Should you be interested in flexible working please indicate this on your application.

Privacy Notice for Job Applicants - https://anglianlearning.org/information/data-protection-policies/

Please note the photo(s) of pupils attached to this notice were used under the legal ground of consent, for the purpose of preparing publications that promote the schools.

Get in touch

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